

RESOLUTION NO. 2016-_____

A RESOLUTION OF THE CITY OF SOUTH SALT LAKE CITY COUNCIL
AUTHORIZING THE MAYOR TO ALLOW CITY EMPLOYEES TO PROVIDE
PRIVATE PROPERTY IMPROVEMENT SERVICES ON CITY WORK TIME
AS PART OF THE CITY'S COMMUNITY CONNECTION PROGRAM

WHEREAS, the City of South Salt Lake has established a Community Connection Program which seeks to enhance neighborhoods and businesses; and

WHEREAS, the Community Connection Program invites businesses and non-profit organizations to support improvements on private property in the City; and

WHEREAS, the Mayor has invited employees on work time to contribute their services to improve private property in support of the Community Connection Program; and

WHEREAS, City employee participation in the Community Connection Program promotes public trust in the City, advances community cohesion, significantly improves City employee morale and team building, increases property values, improves public health, and reduces crime in the City of South Salt Lake; and

WHEREAS, City employee participation is limited to sixteen work hours per calendar year, but often leads to additional employee involvement in the community after work hours; and

WHEREAS, in no case will an employee participate on work time as a volunteer in the Community Connection program if such participation creates a Fair Labor Standards Act overtime liability for the City; and

WHEREAS, in no case will an employee's participation on work time as a volunteer in the Community Connection Program jeopardize or reduce the capacity of the City to provide core public safety or essential City services; and

WHEREAS, the selection of private property for inclusion in the Community Connection Program is made by the Mayor upon recommendation of a committee including City senior staff or officials; and

WHEREAS, the activity of City employees on private property assumes City liability and responsibility under Workers Compensation law, OSHA regulations, property and personal injury liability, and related City risk and safety issues; and

WHEREAS, City employee services on private property represent non-traditional municipal services in the City of South Salt Lake; and

WHEREAS, non-traditional municipal services may be authorized and approved by a municipal governing body if the governing body identifies a legitimate public purpose; and

WHEREAS, the Mayor and the Mayor's staff have suggested that the public purposes supported by City employee services on private property include: public health, public safety, property value protection and enhancement, neighborhood stabilization, and community sustainability;

BE IT RESOLVED, therefore, by the City Council of the City of South Salt Lake that:

1. The City Council authorizes the Mayor of South Salt Lake to approve employee services on private property as part of the City's Community Connection Program.
2. The Mayor may approve individual employees up to sixteen (16) Community Connection Program service hours per calendar year, on a volunteer basis.
3. The Mayor may only approve volunteer employee work time for the Community Connection program if such work time does not trigger Fair Labor Standards Act liability for the City during the work week in which the volunteer work is performed.
4. The Mayor's selection of private property to benefit from such employee volunteer service shall be made upon the recommendation of a screening committee to include City senior officials or employees and a representative of the City Council appointed by the Chair of the City Council.
5. The Mayor take all steps to limit the City's liability and protect the health and safety of City employees related to providing such employee volunteer services on private property.
6. The City Council finds that such employee services support the following public purposes in the City of South Salt Lake: public health, public safety, property value protection and enhancement, neighborhood stabilization, and community sustainability.
7. That the Mayor report to the City Council as part of the City annual fiscal year budget process the number of paid employee service hours performed as part of the Community Connection Program on private property during each fiscal year, identifying the properties whereon employee services were provided, the nature of the private property improvements on such properties, and showing photos of the various projects where possible.
8. Resolution 2012-01 is superseded by this resolution.

APPROVED AND ADOPTED by the City Council of the City of South Salt Lake, Utah, on this _____ day of _____, 2016.

BY THE CITY COUNCIL:

Deborah A. Snow, Council Chair

Council vote as recorded:

Beverly	_____
Kindred	_____
Mila	_____
Pender	_____
Rapp	_____
Siwik	_____
Snow	_____

ATTEST:

Craig D. Burton, City Recorder